

Dan Berryman, SPHR
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SENIOR HUMAN RESOURCES MANAGEMENT PROFILE

- Enhanced HR performance within large organizations in public and private higher education, national research laboratory, and corporate environments in eight different states while supporting culturally diverse constituencies.
- Currently serve as the senior human resource representative on the University of Tennessee's five Employee Relations Committees providing a direct channel of communication between staff employees and university officials providing leaders with an effective method of soliciting input and disseminating information concerning plans and programs affecting employees.
- Created the Gonzaga University Performance Management Work Group and led this cross-functional group in the creation of new performance management and compensation administration systems for the university that included an opportunity for additional performance based pay.
- Led the transition of the Los Alamos National Laboratory's human resources division to a Service Center model that involved the evaluation of staff skill levels to identify their capacity to be deployed with our clients as HR strategic business partners or perform as transactional specialists within the HR Service Center.
- Particular expertise in process automation/outsourcing, cultural change initiatives, joint ventures, mergers/acquisitions, and leadership development.
- Experienced with implementation of Oracle, PeopleSoft, and SAP Human Resources Enterprise Systems.
- Led a team of 55 HR generalists deployed throughout the 41 square mile campus of Los Alamos National Laboratory in the delivery of human resources services to a workforce of over 8,000 University of California employees and insured operations were in compliance with both University of California and Department of Energy requirements.
- Extensive public relations and employee communications experience to include media relations, press release preparation, speech writing, and emergency response planning.

PROFESSIONAL EXPERIENCE & ACCOMPLISHMENTS

THE UNIVERSITY OF TENNESSEE (9/2012 to Present)

Assistant Vice Chancellor, Human Resources

The University of Tennessee, Knoxville, TN

Report to the chief human resources officer of the University of Tennessee System and facilitate the delivery of human resources services to over 7,000 faculty and staff supporting over 27,000 students on the system's flagship campus in Knoxville to include employment, retirement benefits, compensation, employee relations, HRIS, training and development, and creation and interpretation of policies and procedures.

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- Initially assessed the level of customer satisfaction with human resources services within the colleges, schools, and departments through comprehensive interviews with vice chancellors, deans, department heads, directors, and various faculty and staff committees and commissions.
- Created the customer focused Human Resources Work Group comprised of key human resources service recipients (associate deans and directors, budget officers, office managers, etc.) to provide a platform for two-way communication between HR and our key constituents through bi-monthly meetings focused on communication and dialogue.
- Serve as the senior human resources representative on the Chancellor's Top 25 Committee, a cross functional group tasked with the development and execution of comprehensive initiatives to move the Knoxville campus into the upper echelon of public research universities including initiatives impacting recruitment and retention, leadership development, and succession planning.
- Serve as the senior human resource representative on the University of Tennessee's five Employee Relations Committees and the three Commissions for Blacks, Women, and LGBT.

GONZAGA UNIVERSITY (5/2006 to 9/2012)

Assistant Vice President for Human Resources

Gonzaga University, Spokane, WA

Served as the senior human resources executive for this private, comprehensive four year university with over 1,200 faculty and staff supporting over 6,000 students.

- Instrumental in creating the university's first Risk Management Committee which was established to evaluate potential financial and environmental risks to the university and re-write the university's emergency response plan.
- Developed the university's first Management Development Program that created a two day curriculum now required for all university leaders.
- Oversaw the university's Faculty and Staff Benefits Committee that provided for faculty/staff involvement in the development of competitive and comprehensive benefits programs for the university.
- Created the Gonzaga University Performance Management Work Group and led this cross-functional group in the creation of new performance management and compensation administration systems for the university that included an opportunity for additional performance based pay.

THE UNIVERSITY OF CALIFORNIA (2/2004 to 5/2006)

Deputy Division Leader, Human Resources

Los Alamos National Laboratory, Los Alamos, NM

Led a group of 55 human resources professionals providing broad based human resources services to over 8,000 University of California employees under contract with the Department of Energy in 10 divisions on this 41 square mile national research laboratory site.

- Took a leadership role on a six-person steering committee that led the restructuring of the HR Division that included the development of an HR Service Center model to consolidate administrative transactions for our 150 HR employees, established process maps, enhanced job aids, clarified roles and responsibilities and transitioned from a legacy HRIS system to an Oracle system.
- Evaluated significant issues that were generating low morale within the human resources division through focus groups and identified seven key objectives that enabled the division to focus HR employee engagement efforts.

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- Served as the senior human resources representative on the laboratory's Conflict Resolution Board, which functioned as the laboratory's final arbiter for grievances and insured operation of employee relations processes that were in concert with the University of California Professional and Technical Employee Association labor contract.

SIEMENS CORPORATION (1999 to 2003)

Vice President, Human Resources

Siemens Transportation Systems, Inc., Sacramento, CA (2000-2003)

Served as the senior human resources executive for this \$500 million United States based Siemens Operating Company, an industry leader in light rail vehicles and transportation systems solutions.

- Reported to the CEO and re-structured a department of eleven to be more strategically focused in delivering all HR functions.
- Re-designed the executive incentive plan to provide better focus for senior management and key project participants.

Director of Human Resources

Siemens Semiconductor Group, Richmond, VA (1999-2000)

Continued as the senior HR executive for White Oak Semiconductor when the Siemens Semiconductor Group took sole ownership following Motorola's withdrawal from the joint venture.

- Helped facilitate the spinoff of Siemens Semiconductor Group from Siemens Corporation, which became Infineon Technologies through an IPO.
- Led a diverse HR team that effectively dealt with the critical issues of the divestiture of the joint venture, while retaining key staff, re-establishing the culture, and successfully launching an IPO.

MOTOROLA, INC. (1983 to 1999)

Director of Human Resources, Richmond, VA (1996-1999)

- Selected as the initial senior HR executive for White Oak Semiconductor, a \$1.5 billion joint venture between the semiconductor business units of Motorola and Siemens in Richmond, Virginia. Reporting directly to the President, hired and directed an HR team that created benchmark leadership development programs, compensation and benefits packages, HRIS, security policies and procedures, occupational health programs, employee relations, staffing and training to grow this start-up company to over 2,000 employees.
- Developed a benchmark employee incentive plan that utilized the same five key company objectives for all employees, which created company-wide focus on critical targets.
- Created a cost-effective benefits plan using a combination of self-insured and vendor provided programs utilizing employee portal technology to minimize administrative costs.
- Presented key human resources initiatives for consideration and approval to the Board of Directors, which consisted of senior executives from each parent company.

Director, Human Resources, Mesa, AZ (1993-1996)

Directed the HR functions for a 3,800-employee site that included five wafer fabrication facilities operating 24x7 with diverse technologies and multiple division general managers.

Human Resources Operations Manager, Chandler, AZ (1990-1993)

Directed the human resources team for the Application Specific Integrated Circuits Division of Motorola's Semiconductor Products Sector.

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Earlier career experiences included benefits manager, HR generalist, and recruiting specialist responsibilities with Motorola, and Philips Corporation in Sunnyvale, California and Provo, Utah. Served a three year tour of duty as a lieutenant in the United States Marine Corps.

EDUCATION

- MA, Human Resources Management, Pepperdine University
- BA, Sociology, University of California, Santa Barbara

PROFESSIONAL ORGANIZATIONS

- Society of Human Resource Management (SHRM)
- Certified Senior Professional in Human Resources (SPHR)
- College and University Professional Association-Human Resources (CUPA-HR)

COMMUNITY INVOLVEMENT

- State of Arizona Governor's Task Force on AIDS
- Valley of the Sun United Way Resource Allocation Committee
- The University of Richmond's Leadership Development Program Committee
- Community college and high school "School-to-Work" transition programs
- Local Chapters of the Society of Human Resources (SHRM)
- City of Chandler Chamber of Commerce Economic Development Steering Committee
- Adjunct Faculty Member University of Phoenix